

APPROVED

**by the Extraordinary General Meeting
of the Public Organization
“Beauty Salon Standards Committee”**

Minutes No. 1

dated 31 May 2016

ARTICLES OF ASSOCIATION OF THE PUBLIC ORGANIZATION “BEAUTY SALON STANDARDS COMMITTEE”

(AMENDED AND RESTATED)

EDRPOU CODE 36582045

ARTICLE 1

GENERAL PROVISIONS

1.1. The Public Organization "Beauty Salon Standards Committee" (hereinafter referred to as the Organization) is a local public organization established in accordance with the Law of Ukraine "On Public Associations" and operates on the basis of the unity of interests of citizens who seek to promote the development of the services sector, to achieve the purpose and objectives stipulated by these Articles of Association, and to protect the economic, social, creative and other rights and legitimate interests of its members.

1.2. The Organization operates on the principles of voluntariness, equality of its members, self-government, legality and transparency, and is free to choose the areas of its activities.

1.3. The Organization is established and operates with local status and extends its activities throughout the territory of the city of Kyiv.

1.4. Name of the Organization:

full name – Public Organization "Beauty Salon Standards Committee;"

abbreviated name – PO "BSSC."

1.5. Registered office (legal address) of the Organization: building No. 23, Ivana Klymenka Street, the city of Kyiv, 03110, Ukraine.

1.6. The Organization acquires the rights of a legal entity from the moment of its state registration in accordance with the procedure established by law, has an independent balance sheet, separate property, accounts with banking institutions, a round seal bearing its name, letterheads, its own symbols and other attributes, the specimens of which are approved by the Board of the Organization. The symbols of the Organization shall be registered in accordance with the procedure established by law.

ARTICLE 2

PURPOSE AND AREAS OF ACTIVITY OF THE ORGANIZATION

2.1. The main purpose of the Organization is to unite professionals in the services sector in order to satisfy and protect their legitimate social, economic, national and cultural, creative and other interests, as well as to promote the increased role of specialists and professionals in the services sector in public life.

2.2. The main areas of activity of the Organization are:

- promoting the development of criteria for a modern beauty salon;
- promoting the development of culture and improvement of the quality of services provided to the public;
- promoting the establishment of methodological, organizational and informational conditions in the services sector;
- participating in the development of training programs for beauty industry professionals;
- promoting the improvement of the vocational education system in Ukraine through the involvement of specialists, entrepreneurs and professionals working in the services sector;
- promoting the professional development of specialists in the services sector;
- promoting the development of new forms of training;
- promoting the training and retraining of specialists for the services and beauty sectors;
- promoting the activities of organizations and associations aimed at promoting and developing the services sector;
- promoting the development of criteria and implementation of certification and re-certification of specialists in the services sector;
- providing members of the Organization with the necessary informational and advisory materials in the services sector;
- promoting the development of programs for improving the system of training, retraining and professional development of personnel in the services sector, and disseminating professional knowledge and experience;
- promoting the provision of systematic training and professional development for management personnel and specialists in the services sector, including the hairdressing sector;
- providing advisory and methodological assistance to executive authorities with the involvement of public organizations;
- participating in social activities aimed at improving the social and living conditions of the members of the Organization;

- disseminating informational and methodological materials and documents for use in the activities of the Organization;
- promoting the holding of scientific and practical conferences, symposia, championships and competitions;
- promoting the organization and conduct of scientific research and the implementation of its results in public practice;
- establishing contacts and exchanging experience with educational institutions worldwide, as well as introducing best practices in Ukraine;
- developing relations with other federations, associations, unions and other public organizations;
- maintaining direct international contacts and relations with relevant international organizations.

ARTICLE 3

MEMBERSHIP IN THE ORGANIZATION

- 3.1. Membership in the Organization is individual.
- 3.2. Members of the Organization may be citizens of Ukraine, foreign nationals and stateless persons who have attained the age of 18, who are primarily professionals in the services sector, have an appropriate level of qualification confirmed by an Attestation Commission, are members of a national, regional or local Attestation Commission, recognize the Articles of Association of the Organization and, in accordance therewith, fulfill the obligations they have undertaken.
- 3.3. Admission to membership in the Organization shall be carried out by the Board of the Organization on the basis of a written application submitted by the applicant.
- 3.4. Each member of the Organization has the right to withdraw from the Organization at any time by submitting a written application to the Board of the Organization no later than one month prior to the actual date of withdrawal.
- 3.5. Property and funds contributed by a member of the Organization during their membership in the Organization in the form of admission fees, membership fees, targeted contributions and voluntary contributions shall not be returned upon withdrawal from the Organization.
- 3.6. A member of the Organization who systematically fails to perform or improperly performs their obligations under these Articles of Association, or whose actions impede the achievement of the objectives of the Organization, may be expelled from the Organization by a decision of the General Meeting of the Organization in accordance with the procedure established by these Articles of Association.
- 3.7. When the General Meeting considers the issue of expelling a member from the Organization, the member concerned shall not participate in the voting on this matter.

ARTICLE 4

RIGHTS AND OBLIGATIONS OF MEMBERS OF THE ORGANIZATION

- 4.1. Members of the Organization shall have equal rights and shall bear equal obligations.
- 4.2. Members of the Organization shall have the right to:
 - participate in the activities of the Organization to the extent and in the forms provided for by these Articles of Association;
 - elect and be elected to the governing and supervisory bodies of the Organization;
 - participate in events organized by the Organization in accordance with its Articles of Association;
 - join any public associations whose activities do not contradict the statutory objectives of the Organization;
 - apply to the Organization for assistance in protecting their rights and legitimate interests;
 - submit applications and proposals for consideration by the General Meeting and other governing bodies of the Organization, as well as exercise other rights provided for by these Articles of Association;
 - participate in the implementation of the programs of the Organization;
 - provide any assistance to the Organization;
 - receive from the governing bodies of the Organization complete information on matters relating to its activities and familiarize themselves with all materials concerning the activities of the Organization;
 - withdraw from the Organization in accordance with the procedure and on the terms provided for by these Articles of Association.
- 4.3. Members of the Organization shall be obliged to:
 - recognize the Articles of Association of the Organization and comply with its requirements;

- make a contribution to the activities and development of the Organization to the extent possible and in accordance with the procedure provided for by these Articles of Association;
- ensure the full and timely performance of the obligations they have undertaken in accordance with the terms of these Articles of Association;
- refrain from actions that may cause harm to the activities or reputation of the Organization;
- pay admission and membership fees in a timely manner.

ARTICLE 5

GOVERNING AND MANAGEMENT BODIES OF THE ORGANIZATION

5.1. General Meeting

5.1.1. The highest governing body of the Organization shall be the General Meeting, which shall be convened at least once every two years by the Board or the Chairperson of the Board.

5.1.2. The Board shall notify the members of the Organization of the convening of the General Meeting and its agenda at least two months prior to the date of the General Meeting, and, in the case of an Extraordinary General Meeting, at least one month prior to the date of its holding, by means of communication.

5.1.3. The General Meeting shall have a quorum if more than 50% of the members of the Organization are present.

5.1.4. Decisions on all matters shall be adopted by a simple majority of votes, except for decisions concerning amendments and additions to the Articles of Association of the Organization, self-dissolution and reorganization of the Organization, for which $\frac{3}{4}$ of the members of the Organization must vote in favor.

When matters are considered at the General Meeting, each member shall have one vote.

5.1.5. The exclusive competence of the General Meeting shall include:

- approval of amendments and additions to the Articles of Association of the Organization;
- determination of the main areas of activity of the Organization, approval of programs, plans and reports on their implementation;
- election of members of the Board and the Audit Commission for a term of five years;
- expulsion of members from the Organization;
- adoption of decisions on termination of the activities of the Organization, appointment of a Liquidation Commission and approval of the liquidation balance sheet;
- exercise of ownership rights;
- resolution of all other matters relating to the activities of the Organization.

5.1.6. Where necessary, an Extraordinary General Meeting may be convened at the initiative of:

- the Chairperson of the Board of the Organization;
- members of the Organization constituting at least 10% of the total number of members of the Organization.

5.1.7. During the period between General Meetings, the current activities of the Organization shall be managed by the Board of the Organization. The number of members of the Board shall be determined by the General Meeting.

5.2. Board

5.2.1. The Board of the Organization shall be an elected collegial governing body of the Organization operating on a permanent basis.

5.2.2. The members of the Board of the Organization shall be elected by the General Meeting from among the members of the Organization. The Board shall consist of three persons, including the Chairperson of the Board. In its activities, the Board shall be accountable to the General Meeting of the Organization.

5.2.3. The term of office of the members of the Board of the Organization shall be five years.

5.2.4. The powers of the Board shall include:

- convening General Meetings and ensuring the implementation of their decisions;
- preliminary consideration of matters submitted for discussion at General Meetings, preparation of draft agendas for General Meetings, and determining the representation quota at General Meetings;
- submitting proposals to the General Meeting concerning amendments and additions to the Articles of Association of the Organization;

- submitting proposals to the General Meeting concerning the main areas of activity of the Organization;
- approving the financial plan of the Organization and amendments thereto;
- approving (changing) the amount, procedure and deadlines for payment of admission and membership fees;
- considering and submitting to the General Meeting a report on the activities of the Board for the reporting period;
- approving current estimates of income and expenses;
- approving internal documents regulating the activities of the Organization;
- approving specimens of the symbols of the Organization;
- appointing the Director;
- approving the staffing table of the Organization and determining the amount and procedure for remuneration of its employees;
- monitoring the implementation by the Chairperson of the Board of the Organization of decisions concerning the statutory activities of the Organization and verifying their compliance with the Articles of Association of the Organization;
- approving candidates for membership in the Organization;
- adopting decisions on joining other non-governmental public organizations, as well as international organizations;
- organizing and approving the composition of delegations consisting of employees and members of the Organization traveling abroad to establish relations with foreign partners, and for training and internships;
- considering other matters relating to the activities of the Organization.

5.2.5. The Board of the Organization shall hold its meetings as necessary, but at least once every six months. Extraordinary meetings of the Board shall be convened at the request of the Chairperson of the Board or any other member of the Board of the Organization.

5.2.6. A meeting shall be deemed duly constituted (have a quorum) if more than half of the members of the Board of the Organization are present.

5.2.7. Decisions shall be adopted by open vote with the participation of all members of the Board.

5.2.8. Members of the Board of the Organization may be re-elected upon expiry of their term of office.

5.3. Chairperson of the Board

5.3.1. In carrying out their activities, the Chairperson of the Board shall be guided by these Articles of Association, decisions of the General Meeting and the Board, and the applicable legislation of Ukraine.

5.3.2. The Chairperson of the Board shall be elected by the General Meeting from among its members for a term of five years.

5.3.3. The Chairperson of the Board shall be accountable to and subject to the control of the General Meeting and the Board of the Organization and shall bear personal responsibility to them for failure to perform or improper performance of the tasks and functions assigned to them.

5.3.4. The powers of the Chairperson of the Board shall include:

- submitting proposals concerning the main areas of activity of the Organization for consideration by the Board;
- taking measures to expand the areas of activity and influence of the Organization within the limits established by these Articles of Association and the applicable legislation of Ukraine;
- making decisions on all matters relating to the activities of the Organization that do not fall within the exclusive competence of the General Meeting or within the powers of the Board of the Organization;
- submitting proposals to the Board concerning the appointment or dismissal of their Deputies, and determining and approving their functions;
- submitting proposals concerning amendments and additions to the Articles of Association of the Organization for consideration by the Board.

5.4. Director

5.4.1. The current activities of the Organization shall be organized and carried out by the Director of the Organization. The Director shall have the right to decide any matters relating to its activities, except for matters falling within the exclusive competence of the General Meeting and the competence of the Board of the Organization.

5.4.2. The Director shall be an officer of the Organization, shall act on its behalf and represent its interests before executive authorities, public associations and international organizations. The Director shall be appointed by the Board of the Organization for a term of five years.

5.4.3. In carrying out their activities, the Director shall be accountable to the General Meeting and the Board of the Organization.

5.4.4. The powers of the Director shall include:

- exercising operational management of the activities of the Organization and monitoring the procedure and implementation thereof in accordance with the programs and plans developed and approved by the General Meeting and the Board;
- acting without a power of attorney on behalf of and in the interests of the Organization, and representing it before all enterprises, institutions and organizations, including state authorities;
- opening accounts of the Organization with banking institutions and having the right of first signature on all financial and reporting documents of the Organization;
- signing contracts, agreements and other documents on behalf of the Organization, including international agreements;
- issuing powers of attorney for the performance of certain actions on behalf of the Organization;
- entering into employment contracts with employees;
- ensuring the implementation of decisions, resolutions and directives of the General Meeting and the Board;
- managing the property of the Organization, including financial funds, in accordance with the applicable legislation and these Articles of Association;
- monitoring the preparation of materials and proposals for consideration by the General Meeting and the Board;
- developing internal documents regulating the activities of the Organization;
- developing specimens of the symbols of the Organization and ensuring their production;
- cooperating with interested state and other authorities, institutions and organizations on matters relating to the activities of the Organization, and entering into agreements and contracts with interested international public and commercial organizations;
- conducting other current activities of the Organization.

5.5. Audit Commission and Procedure for Reporting by the Governing Bodies of the Public Organization to Its Members

5.5.1. The Audit Commission of the Organization shall be the control and audit body of the Organization and shall be elected by the General Meeting from among the members of the Organization for a term of five years to audit the financial and economic activities of the Organization.

In carrying out its activities, the Audit Commission shall be accountable solely to the General Meeting of the Organization.

5.5.2. The Audit Commission shall elect a Chairperson of the Audit Commission from among its members for a term of five years. Employees of the Organization's staff, the Chairperson of the Board of the Organization and the Director of the Organization may not be elected as members of the Audit Commission.

5.5.3. The Audit Commission shall monitor the procedure for accounting for the receipt and expenditure of funds and the use of tangible assets, and shall audit and monitor the financial and economic activities of the Organization.

5.5.4. The Audit Commission shall conduct annual audits of the financial and economic activities of the Organization at least once a year and shall report to the General Meeting of the Organization. By decision of the General Meeting, independent audit organizations may be engaged on a contractual basis to conduct an audit of the financial and economic activities of the Organization.

5.5.5. The Audit Commission shall conduct an audit of the financial and economic activities of the Organization upon the instruction of the General Meeting of the Organization or on its own initiative, as well as at the request of the Director of the Organization or the Chairperson of the Board of the Organization.

5.5.6. Members of the Audit Commission shall have the right to:

- submit comments and proposals to meetings of the Board and the General Meeting of the Organization based on the results of an audit and monitor their implementation;
- require the officers of the Organization to provide all necessary documentation.

ARTICLE 6

FINANCIAL ACTIVITIES, PROPERTY AND FUNDS OF THE ORGANIZATION

6.1. The financial activities of the Organization shall be carried out in accordance with the applicable legislation.

6.2. The property and funds of the Organization shall be owned by the Organization, unless otherwise provided for by agreements with the owners of such property. The Organization may own movable and immovable property, tangible and intangible assets, funds, as well as other property acquired on the grounds provided for by law. The Organization may own property located outside the territory of Ukraine.

6.3. The Organization shall have the right to perform any actions with respect to its property and enter into transactions that do not contradict the applicable legislation of Ukraine.

6.4. The activities of the Organization shall be financed from its property and funds, including foreign-currency funds, derived from the following sources:

- voluntary donations from individuals and legal entities, work collectives, creative unions, state, public and other organizations;
- targeted contributions received for the organization and holding of planned activities;
- admission and membership fees;
- targeted grants from international financial organizations;
- passive income.

6.5. The Organization may receive property owned by its members for use on the terms and in accordance with the procedure established by separate agreements between the Organization and its members.

6.6. In accordance with the applicable legislation, the Organization may carry out economic and financial activities by establishing, in accordance with the procedure prescribed by law, enterprises, institutions or organizations having the status of a legal entity.

6.7. The procedure for payment and the rates of admission and membership fees shall be approved by the General Meeting upon the proposal of the Board of the Organization.

6.8. The property and funds shall be used to finance the expenses related to the maintenance of the Organization, implementation of its purpose (objectives and tasks), and fulfillment of the obligations stipulated by these Articles of Association.

The distribution of all income (profits) received or any part thereof among the founders (participants), members of the Organization, employees (except for remuneration for their work and accrual of the Single Social Security Tax), members of the governing bodies of the Organization and other related persons shall be prohibited.

ARTICLE 7

ACCOUNTING AND CONTROL

7.1. The financial year of the Organization shall coincide with the calendar year. The first financial year shall end on 31 December of the year in which the Organization commences its activities.

7.2. The Organization shall maintain operational, accounting and statistical records and submit reports in accordance with the applicable legislation of Ukraine.

7.3. Cash accounting shall be maintained in the currency applicable in the territory of Ukraine.

ARTICLE 8

STAFF OF THE ORGANIZATION

8.1. All matters related to the employees of the Organization, including the procedure for employment, conclusion of employment agreements, remuneration and resolution of labor disputes, shall be regulated by the Labor Code of Ukraine and other applicable regulatory legal acts in the field of labor legislation of Ukraine.

8.2. The Director shall develop and approve the staffing table of the Organization's staff and job descriptions for individual categories of employees, and shall resolve, in accordance with the applicable legislation and these Articles of Association, other matters related to the employment activities of the staff of the Organization.

8.3. Persons holding positions in the governing and supervisory bodies of the Organization may not simultaneously hold two or more governing or supervisory positions in the Organization.

ARTICLE 9

PROCEDURE FOR APPEALING DECISIONS, ACTIONS AND OMISSIONS OF THE GOVERNING BODIES AND CONSIDERATION OF COMPLAINTS

9.1. Members of the Organization shall have the right to appeal against a decision, action or omission of another member of the Organization, the Chairperson of the Board, the Board or the General Meeting by submitting a written

complaint, as follows:

against an action, omission or decision of a member of the Organization – an initial complaint shall be submitted to the Chairperson of the Board, who shall be obliged to obtain written explanations from the person whose action, omission or decision is being appealed and consider the complaint within 20 (twenty) working days, together with the written explanations, and notify the complainant of the results of its consideration. If the complaint is rejected, a repeated complaint shall be submitted to the Board, which shall be obliged to consider the complaint at its nearest meeting, with the mandatory invitation of both the member of the Organization who submitted the complaint and the member of the Organization whose action, omission or decision is being appealed. If the complaint is rejected by the Board, a repeated complaint shall be submitted to the General Meeting of the Organization, which shall be obliged to consider the complaint at its regular or extraordinary meeting, with the mandatory invitation of both the member of the Organization who submitted the complaint and the member of the Organization whose action, omission or decision is being appealed;

against an action, omission or decision of the Chairperson of the Board – an initial complaint shall be submitted to the Board of the Organization, which shall be obliged to consider the complaint at its nearest meeting, with the mandatory invitation of both the member of the Organization who submitted the complaint and the Chairperson of the Board whose action, omission or decision is being appealed. If the complaint is rejected by the Board of the Organization, a repeated complaint shall be submitted to the General Meeting of the Organization, which shall be obliged to consider the complaint at its regular or extraordinary meeting, with the mandatory invitation of both the member of the Organization who submitted the complaint and the Chairperson of the Board of the Organization whose action, omission or decision is being appealed;

against an action, omission or decision of a member of the Board of the Organization – an initial complaint shall be submitted to the Chairperson of the Board of the Organization, who shall be obliged to consider the complaint within 20 working days, with the mandatory invitation of both the member of the Organization who submitted the complaint and the member of the Board of the Organization whose action, omission or decision is being appealed. If the complaint is rejected by the Chairperson of the Board of the Organization, a repeated complaint shall be submitted to the General Meeting of the Organization, which shall be obliged to consider the complaint at its regular or extraordinary meeting, with the mandatory invitation of both the member of the Organization who submitted the complaint and the member of the Board of the Organization whose action, omission or decision is being appealed.

9.2. A complaint that requires consideration at an Extraordinary General Meeting of the Organization shall constitute grounds for convening such General Meeting within thirty days from the date of receipt of such complaint;

against an action, omission or decision of the General Meeting of the Organization – to a court in accordance with the applicable legislation in force at the time such action, omission or decision is appealed.

ARTICLE 10

AMENDMENTS AND ADDITIONS TO THE ARTICLES OF ASSOCIATION OF THE ORGANIZATION

10.1. Amendments and additions to these Articles of Association shall be made by a decision adopted by $\frac{3}{4}$ of the votes of the members of the Organization present at the General Meeting.

10.2. Any amendments and additions made to the statutory documents of the Organization shall be subject to mandatory state registration in accordance with the procedure established by law.

ARTICLE 11

PROCEDURE FOR TERMINATION OF THE ACTIVITIES OF THE ORGANIZATION OR REORGANIZATION OF THE ORGANIZATION

11.1. The activities of the Organization may be terminated by way of reorganization, self-dissolution or compulsory dissolution.

11.2. Reorganization shall be carried out by decision of the General Meeting, provided that at least $\frac{3}{4}$ of the members of the Organization present at such General Meeting vote in favor thereof. The Organization may be reorganized by way of merger, accession or spin-off. When a decision on reorganization is adopted, the issue of the legal successors of the Organization shall also be resolved. In the event of reorganization of the Organization, the entirety of the rights and obligations belonging to the Organization shall be transferred to its legal successors.

11.3. Self-dissolution of the Organization may be carried out by a decision of the General Meeting, provided that at least $\frac{3}{4}$ of the members of the Organization present at such General Meeting vote in favor thereof, or by a court decision.

11.4. In the event of self-dissolution of the Organization, the liquidation commission shall be appointed by the body that adopted such decision in accordance with the procedure established by the legislation of Ukraine. From the moment of appointment of the liquidation commission, the powers to manage the affairs of the Organization shall be transferred to the liquidation commission.

11.5. The liquidation commission shall prepare the liquidation balance sheet and submit it for approval to the General Meeting of the Organization or to the body that appointed the liquidation commission.

11.6. Upon termination of the activities of the Organization, any property provided to the Organization for use shall be returned to its owner.

11.7. In the event of self-dissolution of the Organization, its assets may not be distributed among its members and shall be transferred to another one or more non-profit organizations of the relevant type or credited to the state budget revenues.

11.8. Self-dissolution shall be deemed completed, and the Organization shall be deemed to have terminated its activities, from the moment an entry on its termination is made in the Unified State Register of Legal Entities.

Another side of the sheet:

Binding sticker:

**ARTICLES OF ASSOCIATION OF THE
PUBLIC ORGANIZATION "BEAUTY
SALON STANDARDS COMMITTEE"**

A total of 9 pages

have been stitched, numbered, and sealed.

**Director /signed/ H. V. Maiorova
31 May 2016**

Seal:

*The city of Kyiv * Ukraine **

*Public Organization **

*"Beauty Salon Standards Committee" **

Identification code 36582045

Всього пропито,
пронумеровано та
скріплено
печаткою

14/05/2016
у м. Києві

Цей переклад з української мови на англійську мову, зроблений мною, перекладачем Закатей Юлією Вікторівною.

Підпис: _____

Місто Киє, Україна.

« 14 » серпня 2026 року

Я, Кошева Валерія Олександрівна, приватний нотаріус Київського міського
нотаріального округу, засвідчую справжність підпису
перекладача *Закатей Ю. В.*
який зроблено у моїй присутності.
Особу перекладача встановлено, його дієздатність
та кваліфікацію перевірено.
Зареєстровано в Реєстрі за № *1783*
ПРИВАТНИЙ НОТАРІУС

